

# 2021 HOUSE COMPENSATION & DIVERSITY STUDY

## Demographics & Diversity

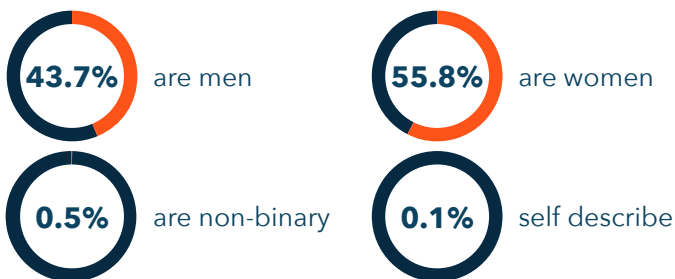


The 2021 House Compensation and Diversity Study was administered to 10,995 House staffers; more than half (5,777) responded to this survey.



## HOUSE STAFF DEMOGRAPHICS

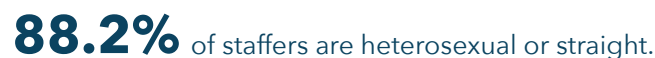
### Gender



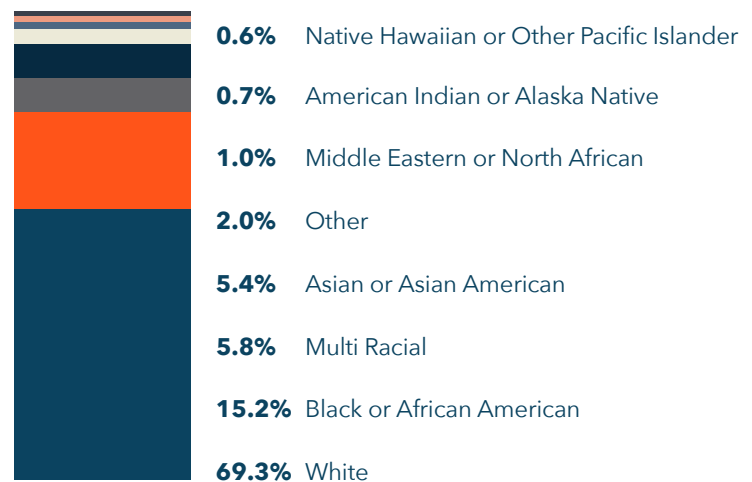
### Transgender Status



### Sexual Orientation



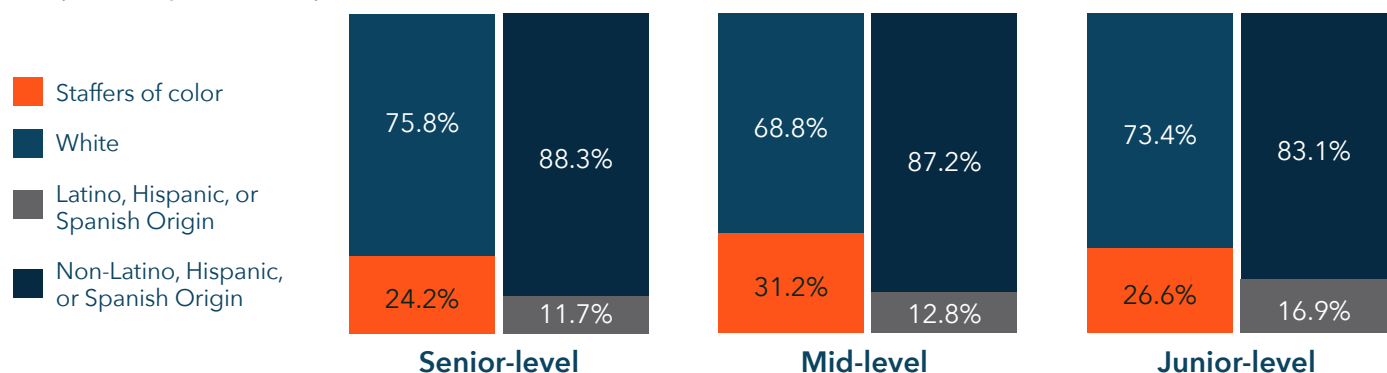
### Race and Ethnicity



13.5% of staffers are Hispanic, Latino, or of Spanish Origin.

### Representation of Minorities by Job Level

For House Overall and Member Office, **representation of minority groups is lower at senior-level positions** when compared to junior-level positions.



# 2021 HOUSE DEMOGRAPHICS & COMPENSATION STUDY

## Demographics & Diversity



### HOUSE STAFF DEMOGRAPHICS (CONTINUED)

#### Age

**56.0%** of staffers are under the age of 33.



#### Military Status

**7.3%** of staffers currently or have previously served in the U.S. military.



#### Disability Status

**9.2%** of staffers have a disability (e.g., hearing difficulty, ambulatory difficulty).



#### Caregiver Status

**25.1%** of staffers have primary caregiving responsibilities (e.g., children, siblings, parents).



#### Childhood Caregiver's Highest Level of Education

**42.1%** of staffers' childhood caregivers received a graduate degree or higher.

\*Childhood caregiver's highest level of education is used to measure socioeconomic status.



### PERCEPTIONS OF INCLUSION

#### Perceptions of Climate

**79.3%** of staffers who participated in this survey **believe the general climate within their office to be inclusive.**

#### Perceptions of Leader Values

**78.8%** of staffers who participated in this survey **believe their leadership values staffers with varied backgrounds and experiences.**

Of staffers who participated in this survey, those who believe the general climate within their office is inclusive and that their leadership values staffers with varied backgrounds and experiences **report greater job satisfaction and lower intentions to look for a job elsewhere.**